

## Freedom of Speech Annual Report Template (2024)

As indicated in the December 14, 2018 and September 12, 2018 memos from the Ministry of Colleges and Universities, each of Ontario's publicly-assisted colleges and universities is to prepare an annual report on the implementation of a free speech policy. Please use this template; you may append additional documents or institution-specific information as you see fit.

The institutional Freedom of Speech Annual Report will be a public document and should respect privacy obligations. Please report on events or incidents that took place between **August 1, 2023** and **July 31, 2024**.

The reports are to be posted on the institution's website and submitted to the Higher Education Quality Council of Ontario (HEQCO) by **September 3, 2024**.

Please submit your institution's annual report and the link to its location on your website to [submissions@heqco.ca](mailto:submissions@heqco.ca). Please reach out to HEQCO at the same address with any questions.

### Section A: Institutional Policy

You may append additional documentation or institution-specific information as you see fit.

Has your institution amended its free speech policy (or policy framework) since the time of your 2023 report? If so, please explain the reason for the change and provide the link to its location on your institutional website.

Since the time of the 2023 report, the policy was scheduled for review. The policy was reviewed and approved. No amendments were made to the policy.

Where are members of the institutional community (or guests) directed when there is a free-speech-related question or complaint about an institutional event? Please provide contact information.

Complaints about perceived violations of this policy are to be directed to the Office of the University Ombudsperson, who will provide advice about the appropriate University policy or procedure under which the complaint can be addressed.  
<https://www.queensu.ca/ombuds/>

What is your institution's policy on holding events where there are security concerns? To your knowledge, were there any instances where a non-curricular event did not proceed due to security concerns or their related costs?

Security related concerns are covered in the room booking policy, which can be found at <https://www.queensu.ca/secretariat/policies/administration-and-operations/policy-booking-use-and-cancellation-bookings-university>. To our knowledge, there were no such instances.

## Section B: Complaints

You may append additional documentation or institution-specific information as you see fit.

Between **August 1, 2023** and **July 31, 2024**, did any member of the institutional community (or guests) make an official complaint about free speech? If yes, please provide a general description that protects the privacy of complainants.

The university received one official free speech complaint between August 1, 2023, and July 31, 2024.

The complaint was sent to the Office of the University Ombudsperson by a faculty member regarding potential reprisal of other faculty members expressing opinions on global conflicts.

The Office of the University Ombudsperson advised the complainant of Queen's Harassment and Discrimination policy and intake process.

If there has been an official complaint (or more than one):

What were the issues under consideration? Please identify any points of contention (e.g., security costs, safety, student unions and/or groups, operational requirements, etc.).

The issue was related to the potential reprisal of other faculty members expressing opinions on global conflicts.

How did the institution manage the free speech complaint(s)? Was the complaint addressed using the procedures set out in the policy? How were issues resolved?

The complaint was sent to the Office of the University Ombudsperson. The Office of the University Ombudsperson advised the complainant of Queen's Harassment and Discrimination policy and intake process. The complaint was addressed using the procedures set out in the policy.

There was no intake under Queen's Harassment and Discrimination policy that matched the complaint, therefore it is understood that the complainant took no further action and the issue was resolved. On this basis, question of *number of official complaints reviewed that did not proceed* is marked as '1' in Section C: Summary Data.

## Section C: Summary Data

Please provide the following summary data for free-speech-related official complaints received by the institution:

Number of official complaints received under the free speech policy relating to curricular and non-curricular events.	1
Number of official complaints reviewed that did not proceed.	1
Number of official complaints where the institution determined that the free speech policy was not followed appropriately.	0
Number of official complaints under the free speech policy that resulted in the institution applying disciplinary or other institutional measures.	0
To your knowledge, were any free speech complaints forwarded to the Ontario Ombudsman?	No

To the best of your ability, please provide an estimate of the number of **non-curricular events** held at the institution either online or in person between **August 1, 2023 and July 31, 2024**. Non-curricular events include, for example, invited speakers, sporting events, rallies, student life/student affairs events, conferences, etc., as opposed to regular events held as part of an academic program or course.

In-person and virtual non-curricular events take place on Queen's campus every day, which are organized and promoted by faculties, departments, individuals, and groups across the university. Capturing the total number of all non-curricular events held in either the in-person or virtual environments is not possible at present. Queen's can confirm that there were 2,752 in-person and virtual events from various on-campus groups, with responsibility for approving events, for the reporting period. It is possible additional events were held during the reporting period that are not captured in the above total.

Institutional Comments (if any).